

ARTICLE 33

CONTRACTING OUT

SECTION 1. The Employer will abide by the provisions of applicable laws, rules or regulations concerning contracting out.

SECTION 2. Subject to security requirements, the Employer will inform in writing, and upon request, hold discussions with the Union prior to contracting out work which may impact on members of the bargaining unit, except when such contracting has been directed by higher authorities. Nothing in this section shall limit Management's discretion to contract out work normally performed by personnel in the bargaining unit.

ARTICLE 34

EMPLOYER-UNION RELATIONS

SECTION 1. This Agreement has been negotiated in the spirit of problem resolution and reflects bi-lateralism in labor-management relations. It is the intent of both parties that labor-management conflicts arising during the life of this Agreement be resolved promptly and equitably and at the lowest possible level.

SECTION 2. Emphasis will be placed on preventing situations requiring disciplinary/adverse actions through effective labor-management relations.

SECTION 3. The Employer agrees to discuss with the Union proposed changes to personnel policies and practices, or matters affecting working conditions, not covered by this Agreement.

NOTES: _____

